

Superintendent Evaluation



PALM BEACH COUNTY SCHOOLS
*Your **BEST** Choice!*

School District of Palm Beach County

Donald E. Fennoy II, Ed. D.

Superintendent



Superintendent's Evaluation Rating by Board Member

This form will be used to tabulate results from each Board member and for reporting purposes.

Categories	Wt.	District 1 Barbara McQuinn Score	District 2 Chuck Shaw Score	District 3 Karen Brill Score	District 4 Erica Whitfield Score	District 5 Frank Barbieri Score	District 6 Marcia Andrews Score	District 7 Debra Robinson Score	Avg. Final Rating
Effective and Relevant Instruction	20%	3.7	4.0	3.0	3.0	3.5	3.5	2.5	3.3
Positive and Supportive Climate	20%	4.0	4.0	3.0	4.0	4.0	4.0	3.0	3.7
Talent Development	20%	4.0	4.0	3.0	4.0	4.0	3.0	3.5	3.6
High Performance Culture	20%	3.6	3.8	3.0	4.0	3.5	3.8	3.0	3.5
Board and Community Relations	20%	3.9	4.0	2.5	4.0	4.0	3.0	3.5	3.6
Board Member Rating		3.8	4.0	2.9	3.8	3.8	3.5	3.1	3.5

Superintendent Performance Evaluation

Donald E. Fennoy II, Ed.D.

Evaluation Category	Category Weight	x	Board Rating	=	Weighted Rating
Effective and Relevant Instruction	20%		3.31		0.66
Positive and Supportive Climate	20%		3.71		0.74
Talent Development	20%		3.64		0.73
High Performance Culture	20%		3.51		0.70
Board and Community Relations	20%		3.56		0.71
EVALUATION RATING			3.55		3.55

Score	Overall Rating	
4	Highly Effective	3.5 - 4.0
3	Effective	2.5 - 3.4
2	Needs Improvement	1.5 - 2.4
1	Unsatisfactory	1.0 - 1.4

FINAL EVALUATION RATING:

Highly Effective

Board Chairman

Date

Superintendent

Date

McQuinn District 1

Individual Evaluation Instrument

Board Member: Bethany McDaniel

A. EFFECTIVE AND RELEVANT INSTRUCTION

Goal	Board Member Rating (1-4)	Board Member Comments
[A.1] Develop a Shared Commitment and Collective Responsibility for the Academic Success of Every Student.	4	Overall Rating: 4 Comments: Under Dr. Fennoy's leadership, the SDPBC remained an "A" rated school district. In addition, the district had the highest percent of "A" rated schools, and the high school graduation rate exceeded the Strategic Plan goal. The decline in reading on grade level by Grade 3 must be addressed.
[A.2] Establish Personalized Learning Opportunities for All Students.	4	
[A.3] Develop Academic Proficiency of All Students in PK through Grade 2.	3	

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR EFFECTIVE AND RELEVANT INSTRUCTION
4 – HIGHLY EFFECTIVE, 3 – EFFECTIVE, 2 – NEEDS IMPROVEMENT, 1 - UNSATISFACTORY

Individual Evaluation Instrument

Board Member: Bethany McLean

B. POSITIVE AND SUPPORTIVE CLIMATE

B. Positive and Supportive Climate		Overall Rating: 4
[B.1] Ensure a Safe and Supportive School Climate that Promotes the Social/ Emotional and Academic Development of All Students.	4	Comments: I commend Dr. Fennoy for significant positive outcomes after his first full year as our Superintendent. He has done an outstanding job of responding to the needs of teachers, students, parents, staff and communities, while remaining focused on what is best for all students. He has had to prioritize our goal of academic excellence for all students, as well as ensuring a safe and secure learning environment. Successes include the rollout of implementation of best practices related to behavior and mental health, and the successful passage of the November 2019 Referendum.
[B.2] Increase Parent and Community Partnerships to Support the Academic and Social/ Emotional Development of All Students.	4	

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING FOR POSITIVE AND SUPPORTIVE SCHOOL CLIMATE
4 – HIGHLY EFFECTIVE, 3 – EFFECTIVE, 2 – NEEDS IMPROVEMENT, 1 – UNSATISFACTORY

Individual Evaluation Instrument

Board Member: Barbara McDearmon

C. Talent Development

Goal	1st Member Rating (1-4)	2nd Member Rating (1-4)	3rd Member Rating (1-4)	Board Member Comments	Overall Rating:
[C.1] Promote a Culture of Learning and Development for All Employees by Providing Opportunities and Pathways for Growth and Advancement.	4			Comments: Dr. Fennoy values talent development across all schools and departments. He has demonstrated a commitment to "growing our own", which is evidenced by a District Leadership Academy, a Principal Leadership Academy, and Leaders Learn and Grow.	4
[C.2] Recruit, Select, and Hire High Quality Employees.		4			

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR TALENT DEVELOPMENT
4 – HIGHLY EFFECTIVE, 3 – EFFECTIVE, 2 – NEEDS IMPROVEMENT, 1 – UNSATISFACTORY

Individual Evaluation Instrument

Board Member: Barbara McDowell

D. HIGH PERFORMANCE CULTURE

Strategic Initiatives	
[D.1] Ensure Continuous Improvement in All Operations.	4
[D.2] Improve Employee Engagement, Retention, and Performance.	3
[D.3] Instill Resource Optimization to Yield Maximum Return on Investment.	3.5
[D.4] Increase Customer Service and Support.	4

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR HIGH PERFORMANCE CULTURE
4 – HIGHLY EFFECTIVE, 3 – EFFECTIVE, 2 – NEEDS IMPROVEMENT, 1 - UNSATISFACTORY

Individual Evaluation Instrument

Board Member: *Bethane M. Queen*

E. BOARD AND COMMUNITY RELATIONS

	Board Rating (1-4)	Board Members	Community Comments
[E.1] Superintendent informs Board of significant issues as they arise.	4		<p>Comments: I appreciate Dr. Fennoy's tolerance, even encouragement, of School Board Members' discussions at Board meetings. It takes a special leadership style to be comfortable with open, unforeseen, dialogue. He demonstrates confidence in his staff to engage. His practice of convening staff immediately after Board meetings results in timely action to address concerns. Dr. Fennoy's approach is collaborative; however, he does not shy away from controversy, and is not afraid to make tough and sometimes unpopular decisions.</p> <p>Going forward, I would like for the Strategic Plan to be revised/updated, with input from all stakeholders, to identify current needs and plans to move forward with a sense of urgency.</p>
[E.2] Superintendent responds in a timely and complete manner to board requests for information that were consistent with board policy and established procedures.	4		
[E.3] Superintendent supports board policy and decisions with the staff and community.	4		

Individual Evaluation Instrument

Board Member: Barbara Mc Queen

E. BOARD AND COMMUNITY RELATIONS

[E.4] Approving an annual District budget, developed by the superintendent and adopted by the board.	4
[E.5] Superintendent provides leadership for the community, including development and implementation of the Strategic Plan with stakeholder input.	3.5

DIRECTION:
Rating Scale:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR BOARD AND COMMUNITY RELATIONS
4 – Highly Effective, 3 – Effective, 2 – Needs Improvement, 1 - Unsatisfactory

SHAW DISTRICT 2

Individual Evaluation Instrument

Board Member: Charles Shaw

A. EFFECTIVE AND RELEVANT INSTRUCTION

Goal	Board Member Rating (1-4)	Board Member Comments
[A.1] Develop a Shared Commitment and Collective Responsibility for the Academic Success of Every Student.	4	
[A.2] Establish Personalized Learning Opportunities for All Students.	4	
[A.3] Develop Academic Proficiency of All Students in PK through Grade 2.	4	

DIRECTION:

RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR EFFECTIVE AND RELEVANT INSTRUCTION

4 – HIGHLY EFFECTIVE, 3 – EFFECTIVE, 2 – NEEDS IMPROVEMENT, 1 - UNSATISFACTORY

Individual Evaluation Instrument

Board Member: C Shao W

B. POSITIVE AND SUPPORTIVE CLIMATE

Goal	Board Member Rating (1-4)	Board Member Comments
[B.1] Ensure a Safe and Supportive School Climate that Promotes the Social/ Emotional and Academic Development of All Students.	4	
[B.2] Increase Parent and Community Partnerships to Support the Academic and Social/ Emotional Development of All Students.	4	

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING FOR **POSITIVE AND SUPPORTIVE SCHOOL CLIMATE**
4 – HIGHLY EFFECTIVE, 3 – EFFECTIVE, 2 – NEEDS IMPROVEMENT, 1 - UNSATISFACTORY

Individual Evaluation Instrument

Board Member: C Sharron

C. Talent Development

Goal	Board Member Rating (1-4)	Board Member Comments
[C.1] Promote a Culture of Learning and Development for All Employees by Providing Opportunities and Pathways for Growth and Advancement.	4	
[C.2] Recruit, Select, and Hire High Quality Employees.	4	

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR TALENT DEVELOPMENT
4 – HIGHLY EFFECTIVE, 3 – EFFECTIVE, 2 – NEEDS IMPROVEMENT, 1 - UNSATISFACTORY

Individual Evaluation Instrument
Board Member: C. Shaw

D. HIGH PERFORMANCE CULTURE

Goal	Board Member Rating (1-4)	Board Member Comments
[D.1] Ensure Continuous Improvement in All Operations.	4	
[D.2] Improve Employee Engagement, Retention, and Performance.	4	
[D.3] Instill Resource Optimization to Yield Maximum Return on Investment.	4	
[D.4] Increase Customer Service and Support.	3	

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR HIGH PERFORMANCE CULTURE
4 – HIGHLY EFFECTIVE, 3 – EFFECTIVE, 2 – NEEDS IMPROVEMENT, 1 – UNSATISFACTORY

Individual Evaluation Instrument

Board Member: J. Shaw

E. BOARD AND COMMUNITY RELATIONS

Goal	Board Member Rating (1-4)	Board Member Comments
[E.1] Superintendent informs Board of significant issues as they arise	4	
[E.2] Superintendent responds in a timely and complete manner to board requests for information that were consistent with board policy and established procedures.	4	
[E.3] Superintendent supports board policy and decisions with the staff and community.	4	
[E.4] Approving an annual District budget developed by the superintendent and adopted by the board	4	
[E.5] Superintendent provides leadership for the community, including development and implementation of the Strategic Plan with stakeholder input.	4	

DIRECTION:
Rating Scale:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR BOARD AND COMMUNITY RELATIONS
4 – Highly Effective, 3 – Effective, 2 – Needs Improvement, 1 - Unsatisfactory

Dr. Fennoy has had a very successful year. His leadership has been evident in the overall operation of the system. He has made very well thought out decisions and face each challenge with care and consideration.

Strengths:

Decision making

Community relationships

Employment diversity and attention to equity

Instructional accountability

Compliance with new state laws and direction

Focus on strategic plan goals

Relationships with elected official and effective interaction at the state level

Improving communication efforts throughout the system

Sincerity and compassion

The challenges this district faces are addressing head on and the Superintendent continues to the front person. I see evidence that he is building a strong team and has a vision for our future. Thank you for being our leader.

Challenges:

Long term financial issues

Reading program

HR process

Board accountability

Individual Evaluation Instrument

Board Member: KAREN BRILL

A. EFFECTIVE AND RELEVANT INSTRUCTION

Goal	Board Member Rating (1-4)	Board Member Comments
[A.1] Develop a Shared Commitment and Collective Responsibility for the Academic Success of Every Student.	3.0	The Superintendent has maintained the successful implementation of initiatives that were put in place by his predecessor. I look forward to his recommendations for continued improvement.
[A.2] Establish Personalized Learning Opportunities for All Students.		
[A.3] Develop Academic Proficiency of All Students in PK through Grade 2.		

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR EFFECTIVE AND RELEVANT INSTRUCTION
4 – HIGHLY EFFECTIVE, 3 – EFFECTIVE, 2 – NEEDS IMPROVEMENT, 1 - UNSATISFACTORY

Individual Evaluation Instrument

Board Member: KAREN BRILL

B. POSITIVE AND SUPPORTIVE CLIMATE

Goal	Board Member Rating (1-4)	Board Member Comments
[B.1] Ensure a Safe and Supportive School Climate that Promotes the Social/ Emotional and Academic Development of All Students.	3.0	The Superintendent has continued the District's successful programs and has met the requirements of the Legislature and Department of Education.
[B.2] Increase Parent and Community Partnerships to Support the Academic and Social/ Emotional Development of All Students.		

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING FOR POSITIVE AND SUPPORTIVE SCHOOL CLIMATE
4 – HIGHLY EFFECTIVE, 3 – EFFECTIVE, 2 – NEEDS IMPROVEMENT, 1 - UNSATISFACTORY

Individual Evaluation Instrument

Board Member: KAREN BRILL

C. Talent Development

Goal	Board Member Rating (1-4)	Board Member Comments
[C.1] Promote a Culture of Learning and Development for All Employees by Providing Opportunities and Pathways for Growth and Advancement.	3.0	More effort needs to be directed to providing opportunities for development to those employees who have expressed a desire for advancement but are not yet in management positions. There should be less reliance on the rehiring of retirees and more focus on development of current staff.
[C.2] Recruit, Select, and Hire High Quality Employees.		

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR TALENT DEVELOPMENT
4 – HIGHLY EFFECTIVE, 3 – EFFECTIVE, 2 – NEEDS IMPROVEMENT, 1 - UNSATISFACTORY

Individual Evaluation Instrument

Board Member: KAREN BRILL

D. HIGH PERFORMANCE CULTURE

Goal	Board Member Rating (1-4)	Board Member Comments
[D.1] Ensure Continuous Improvement in All Operations.		I look forward to continued improvement of employee retention.
[D.2] Improve Employee Engagement, Retention, and Performance.	3.0	
[D.3] Instill Resource Optimization to Yield Maximum Return on Investment.		
[D.4] Increase Customer Service and Support.		

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR HIGH PERFORMANCE CULTURE
4 – HIGHLY EFFECTIVE, 3 – EFFECTIVE, 2 – NEEDS IMPROVEMENT, 1 - UNSATISFACTORY

Individual Evaluation Instrument

Board Member: KAREN BRILL

E. BOARD AND COMMUNITY RELATIONS

Goal	Board Member Rating (1-4)	Board Member Comments
[E.1] Superintendent informs Board of significant issues as they arise.		
[E.2] Superintendent responds in a timely and complete manner to board requests for information that were consistent with board policy and established procedures.	2.5	The Superintendent needs to be more visible in the community and the schools. The Strategic Plan continues to be implemented but needs to be revisited and revised to incorporate new legislative requirements. Some stakeholders do not believe their concerns are being considered. There needs to be greater equity in community outreach.
[E.3] Superintendent supports board policy and decisions with the staff and community.		
[E.4] Approving an annual District budget, developed by the superintendent and adopted by the board.		
[E.5] Superintendent provides leadership for the community, including development and implementation of the Strategic Plan with stakeholder input.		

DIRECTION:
Rating Scale:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR BOARD AND COMMUNITY RELATIONS
4 – Highly Effective, 3 – Effective, 2 – Needs Improvement, 1 - Unsatisfactory

WITFIELD DISTRICT 4



Individual Evaluation Instrument

Board Member: Rick Whitfield

A. EFFECTIVE AND RELEVANT INSTRUCTION

Goal	Board Member Rating (1-4)	Board Member Comments
[A.1] Develop a Shared Commitment and Collective Responsibility for the Academic Success of Every Student.	3	<p>Unfortunately this has been did not return the right way (as I had hoped) for our teachers/SCA sources.</p> <p>I believe we have the right relationship in place, but I think we need to make higher expectations in our work.</p> <p>As a sign I think we must recognize that there needs to happen</p>
[A.2] Establish Personalized Learning Opportunities for All Students.		
[A.3] Develop Academic Proficiency of All Students in PK through Grade 2.		

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR EFFECTIVE AND RELEVANT INSTRUCTION
4 - HIGHLY EFFECTIVE, 3 - EFFECTIVE, 2 - NEEDS IMPROVEMENT, 1 - UNSATISFACTORY
RAISE SCORES -

Individual Evaluation Instrument

Board Member: F. WHITFIELD

B. POSITIVE AND SUPPORTIVE CLIMATE

Goal	Board Member Rating (1-4)	Board Member Comments
[B.1] Ensure a Safe and Supportive School Climate that Promotes the Social/ Emotional and Academic Development of All Students.	4	During Dr. Fawley's time as Superintendent we have been able to build financial a property tax millage that J.I Bell has well as raise for the Safe + Supportive environments of schools throughout other initiatives. I am proud to be a part of a team that works so hard to care for our students.
[B.2] Increase Parent and Community Partnerships to Support the Academic and Social/ Emotional Development of All Students.		

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING FOR POSITIVE AND SUPPORTIVE SCHOOL CLIMATE
4 – HIGHLY EFFECTIVE, 3 – EFFECTIVE, 2 – NEEDS IMPROVEMENT, 1 - UNSATISFACTORY

Individual Evaluation Instrument

Board Member: E. Wold (TQ6U)

C. Talent Development

Goal	Board Member Rating (1-4)	Board Member Comments
[C.1] Promote a Culture of Learning and Development for All Employees by Providing Opportunities and Pathways for Growth and Advancement.	4	The improvement of the principal / AP training provisions, addition of Supplemental pay & consistent raises for employees witness a high quality, highly trained workforce for the youth, young future and clear for our workforce due to Dr. Givens' development of talent.
[C.2] Recruit, Select, and Hire High Quality Employees.		

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR TALENT DEVELOPMENT
4 - HIGHLY EFFECTIVE, 3 - EFFECTIVE, 2 - NEEDS IMPROVEMENT, 1 - UNSATISFACTORY

Individual Evaluation Instrument

Board Member: B WHITFIELD

D. HIGH PERFORMANCE CULTURE

Goal	Board Member Rating (1-4)	Board Member Comments
[D.1] Ensure Continuous Improvement in All Operations.		On many occasions to ensure high levels of transparency, fairness and ethical decision making in all his actions as an independent The consistency at high levels of administration creates strong trust in leadership and employees know that the same is expected of them,
[D.2] Improve Employee Engagement, Retention, and Performance.	4	
[D.3] Instill Resource Optimization to Yield Maximum Return on Investment.		
[D.4] Increase Customer Service and Support.		

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR HIGH PERFORMANCE CULTURE
4 - HIGHLY EFFECTIVE, 3 - EFFECTIVE, 2 - NEEDS IMPROVEMENT, 1 - UNSATISFACTORY

Individual Evaluation Instrument

Board Member: E. Wohlffer

E. BOARD AND COMMUNITY RELATIONS

Goal	Board Member Rating (1-4)	Board Member Comments
[E.1] Superintendent informs Board of significant issues as they arise.		Dr. Fennell does an excellent job of keeping Board + community relations. He is open + honest and I feel he works hard for the success of the school system. He is visible to the community & has help to draw the community into the mission of the SD.
[E.2] Superintendent responds in a timely and complete manner to board requests for information that were consistent with board policy and established procedures.	4	
[E.3] Superintendent supports board policy and decisions with the staff and community.		
[E.4] Approving an annual District budget, developed by the superintendent and adopted by the board.		
[E.5] Superintendent provides leadership for the community, including development and implementation of the Strategic Plan with stakeholder input.		

DIRECTION:
Rating Scale:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR BOARD AND COMMUNITY RELATIONS
4 - Highly Effective, 3 - Effective, 2 - Needs Improvement, 1 - Unsatisfactory

Individual Evaluation Instrument

Board Member: Frank A. Barbieri, Jr.

A. EFFECTIVE AND RELEVANT INSTRUCTION

Goal	Board Member Rating (1-4)	Board Member Comments
[A.1] Develop a Shared Commitment and Collective Responsibility for the Academic Success of Every Student.	3.5	The Superintendent's performance consistently met expectations and, in some cases as with the improvement of individual school grades and the decrease in the gap between the graduation rate of White and Black students, exceeded expectations.
[A.2] Establish Personalized Learning Opportunities for All Students.		I was disappointed in the District's performance with respect to the decline in the Grade 3 ELA and how we compare to the other members of the "Big Seven" Urban Districts.
[A.3] Develop Academic Proficiency of All Students in PK through Grade 2.		As we move forward, increased focus must be given to improvement in Grade 3 ELA and further closure of the gap in the graduation rate between White and Hispanic students.

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR EFFECTIVE AND RELEVANT INSTRUCTION
4 – HIGHLY EFFECTIVE, 3 – EFFECTIVE, 2 – NEEDS IMPROVEMENT, 1 - UNSATISFACTORY

Individual Evaluation Instrument

Board Member: Frank A. Barbieri, Jr.

B. POSITIVE AND SUPPORTIVE CLIMATE

Goal	Board Member Rating (1-4)	Board Member Comments
[B.1] Ensure a Safe and Supportive School Climate that Promotes the Social/ Emotional and Academic Development of All Students.	4.0	<p>The Superintendent has been very cooperative in making time to meet with the community and business groups in my district to hear and answer their concerns, to discuss the performance of the District, and to provide detailed information as to the issues which the District, as a whole, faces. These meetings have resulted in a very favorable opinion of the District by the constituents in my district.</p>
[B.2] Increase Parent and Community Partnerships to Support the Academic and Social/ Emotional Development of All Students.		<p>The Superintendent has acted expeditiously, but prudently, in strengthening the security in our schools and deploying personnel in our schools to connect our students who are in social-emotional distress to the various resources available to help them.</p> <p>Together, these actions have resulted in a safe and supportive school climate and the creation of new partnerships while at the same time strengthening existing partnerships that are vital to the achievement of the Board's mission of providing a world-class education to our students.</p>

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING FOR POSITIVE AND SUPPORTIVE SCHOOL CLIMATE
4 – HIGHLY EFFECTIVE, 3 – EFFECTIVE, 2 – NEEDS IMPROVEMENT, 1 - UNSATISFACTORY

Individual Evaluation Instrument

Board Member: Frank A. Baronee, Jr.

C. Talent Development

Goal	Board Member Rating (1-4)	Board Member Comments
[C.1] Promote a Culture of Learning and Development for All Employees by Providing Opportunities and Pathways for Growth and Advancement.	4.0	I was impressed and pleased to see the additions the Superintendent made to his leadership team, not only at the highest administrative levels, but also those he selected in the Region Offices.
[C.2] Recruit, Select, and Hire High Quality Employees.		I am hopeful and confident that these additions to the leadership team, together with the Superintendent's merger of the previous two District Leadership Academies into one, will lead to exceptional contributions in support of the District's Strategic Theme and the Board's mission in providing a world-class education to our students.

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR TALENT DEVELOPMENT
4 – HIGHLY EFFECTIVE, 3 – EFFECTIVE, 2 – NEEDS IMPROVEMENT, 1 - UNSATISFACTORY

Individual Evaluation Instrument

Board Member: Frank A. Barber, Jr.

D. HIGH PERFORMANCE CULTURE

Goal	Board Member Rating (1-4)	Board Member Comments
[D.1] Ensure Continuous Improvement in All Operations.		As a first-year (and first-time) superintendent of one of the largest school systems in the nation, I believe the Superintendent has done an impressive job of growing quickly into effectively handling his highly-charged and high profile position, and I look forward to his continuous growth in leading our very diverse and very large District.
[D.2] Improve Employee Engagement, Retention, and Performance.	3.5	
[D.3] Instill Resource Optimization to Yield Maximum Return on Investment.		As we move forward, the Superintendent should give additional attention to improving employee performance in some areas, holding employees accountable for less than effective performance when it occurs, and providing these employees with the training and support necessary to ensure their effective performance in the future.
[D.4] Increase Customer Service and Support.		

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR HIGH PERFORMANCE CULTURE
4 – HIGHLY EFFECTIVE, 3 – EFFECTIVE, 2 – NEEDS IMPROVEMENT, 1 - UNSATISFACTORY

Individual Evaluation Instrument

Board Member: Frank A. Beesley, Jr.

E. BOARD AND COMMUNITY RELATIONS

Goal	Board Member Rating (1-4)	Board Member Comments
[E.1] Superintendent informs Board of significant issues as they arise.		I have found the Superintendent's performance in this area to be exceptional, especially in his timely communication of issues, his response to requests I have made of him, and the access I have been given to meet with him on a frequent basis to discuss issues that arise in the District, in general, and my district, in particular.
[E.2] Superintendent responds in a timely and complete manner to board requests for information that were consistent with board policy and established procedures.		As I have commented in the "Positive and Supportive Climate" section above, the Superintendent has been very cooperative in making time to meet with the community and business groups not only in my district, but in all areas of the District, to hear and answer their concerns, to discuss the performance of the District, and to provide detailed information as to the issues which the District, as a whole, faces.
[E.3] Superintendent supports board policy and decisions with the staff and community.	4.0	I believe these meetings the Superintendent has attended throughout the District has resulted in a very positive image of our District by the residents of Palm Beach County.
[E.4] Approving an annual District budget, developed by the superintendent and adopted by the board.		
[E.5] Superintendent provides leadership for the community, including development and implementation of the Strategic Plan with stakeholder input.		

DIRECTION:
Rating Scale:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR BOARD AND COMMUNITY RELATIONS
4 – Highly Effective, 3 – Effective, 2 – Needs Improvement, 1 - Unsatisfactory

Andrews District 6

Individual Evaluation Instrument

Board Member: Marcia Andrews

A. EFFECTIVE AND RELEVANT INSTRUCTION

Goal	Board Member Rating (1-4)	Board Member Comments
[A.1] Develop a Shared Commitment and Collective Responsibility for the Academic Success of Every Student.	3.5	Overall Rating 3.5 A rated District/66% of schools are A&B rated (FSA) Glades Region/No D or F schools (FSA) More work needed to improve academics for all students. Graduation Rate 91.7 % /Surpassed the Strategic Plan Goal of 90%. AMP(Accelerated Mathematics Plan) excellent for targeted instruction. Grants, specialized training, digital tools for teachers in Pre-K to 2 have improved outcomes for students. ***Downward to Slow Movement on Strategic Plan (Long term Outcomes)*** Long Term Outcome 1 of our Strategic Plan: Increase Reading on grade level by 3rd grade /lags behind the state by 4 points PB/54 and FL/58. 3rd grade ELA down 2 points from last year (from 56 to 54) Lost ground in 14 of 20 subgroups. Long term Outcome 2 of our Strategic Plan: Ensure High School Readiness/ Trending down by two points(from 61 to 59).
[A.2] Establish Personalized Learning Opportunities for All Students.	3.5	
[A.3] Develop Academic Proficiency of All Students in PK through Grade 2.	3.5	

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR EFFECTIVE AND RELEVANT INSTRUCTION
4 – HIGHLY EFFECTIVE, 3 – EFFECTIVE, 2 – NEEDS IMPROVEMENT, 1 - UNSATISFACTORY

Individual Evaluation Instrument

Board Member: Marcia Andrews

B. POSITIVE AND SUPPORTIVE CLIMATE

Goal	Board Member Rating (1-4)	Board Member Comments
[B.1] Ensure a Safe and Supportive School Climate that Promotes the Social/ Emotional and Academic Development of All Students.	4	Overall Rating 4 Mental Health Professionals and Police Officers in all schools are ensuring a safe and supportive climate
[B.2] Increase Parent and Community Partnerships to Support the Academic and Social/ Emotional Development of All Students.	4	The new SIS(Student Information System) has strengthen partnerships with parents. Supporting Students Birth to 22 Partnership with agencies in PBC to promote effective and efficient services for the students and community

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING FOR POSITIVE AND SUPPORTIVE SCHOOL CLIMATE
4 – HIGHLY EFFECTIVE, 3 – EFFECTIVE, 2 – NEEDS IMPROVEMENT, 1 - UNSATISFACTORY

Individual Evaluation Instrument

Board Member: Marcia Andrews

C. Talent Development

Goal	Board Member Rating (1-4)	Board Member Comments
[C.1] Promote a Culture of Learning and Development for All Employees by Providing Opportunities and Pathways for Growth and Advancement.	3	Overall Rating 3 Continue to enhance Grow our Own Initiatives
[C.2] Recruit, Select, and Hire High Quality Employees.	3	Continue to develop opportunities and pathways for growth and advancement with an emphasis on critical targets

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR TALENT DEVELOPMENT
4 – HIGHLY EFFECTIVE, 3 – EFFECTIVE, 2 – NEEDS IMPROVEMENT, 1 - UNSATISFACTORY

Individual Evaluation Instrument

Board Member: Marcia Andrews

D. HIGH PERFORMANCE CULTURE

Goal	Board Member Rating (1-4)	Board Member Comments
[D.1] Ensure Continuous Improvement in All Operations.	4	Overall Rating 3.5 Timely reports on progress as it relates to Operations(facilities, transportation, maintenance, School Police, etc.. Ongoing review of the capital projects as it relates to budget ,sales tax funding, timelines, etc. Successful Contract Negotiations.
[D.2] Improve Employee Engagement, Retention, and Performance.	4	
[D.3] Instill Resource Optimization to Yield Maximum Return on Investment.	4	Successful passage of the November 2018 Referendum for Mental Health, School Safety(Police Officers) Teacher Raises and Art/Music, Choice and PE. Balanced Budget Developed and ongoing workshops/discussions through the year.
[D.4] Increase Customer Service and Support.	3	Work to improve customer service and support by engaging with all stakeholders.

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR HIGH PERFORMANCE CULTURE
4 – HIGHLY EFFECTIVE, 3 – EFFECTIVE, 2 – NEEDS IMPROVEMENT, 1 - UNSATISFACTORY

Individual Evaluation Instrument

Board Member: Marcia Andrews

E. BOARD AND COMMUNITY RELATIONS

Goal	Board Member Rating (1-4)	Board Member Comments
[E.1] Superintendent informs Board of significant issues as they arise.	2.5	Overall Rating 3 Be proactive in discussing and resolving issues before they escalate.
[E.2] Superintendent responds in a timely and complete manner to board requests for information that were consistent with board policy and established procedures.	3	More leadership, collaboration, and communication with critical education coalitions.
[E.3] Superintendent supports board policy and decisions with the staff and community.	3	Supports policies established by the Board.
[E.4] Approving an annual District budget, developed by the superintendent and adopted by the board.	4	District Budget developed by the Superintendent and approved by the Board
[E.5] Superintendent provides leadership for the community, including development and implementation of the Strategic Plan with stakeholder input.	2.5	Leadership, Collaboration and Communication is needed now with Stakeholders to revisit the Strategic Plan which expires in 2021.

DIRECTION:
Rating Scale:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR BOARD AND COMMUNITY RELATIONS
4 – Highly Effective, 3 – Effective, 2 – Needs Improvement, 1 - Unsatisfactory

Robinson District 7

Individual Evaluation Instrument

Board Member: Debra L. Robinson M.S.

A. EFFECTIVE AND RELEVANT INSTRUCTION

Goal	Board Member Rating (1-4)	Board Member Comments
[A.1] Develop a Shared Commitment and Collective Responsibility for the Academic Success of <u>Every</u> Student.	2.5	Will still focus too much on schools, NOT students.
[A.2] Establish Personalized Learning Opportunities for All Students.	3.0	Hold more focus on foundational skills development
[A.3] Develop Academic Proficiency of <u>All</u> Students in PK through Grade 2.	2.0	

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR EFFECTIVE AND RELEVANT INSTRUCTION
4 - HIGHLY EFFECTIVE, 3 - EFFECTIVE, 2 - NEEDS IMPROVEMENT, 1 - UNSATISFACTORY

Overall.
2.5
Debra L. Robinson M.S.

Individual Evaluation InstrumentDhara L Robinson MHD

Board Member:

B. POSITIVE AND SUPPORTIVE CLIMATE

Goal	Board Member Rating (1-4)	Board Member Comments
[B.1] Ensure a Safe and Supportive School Climate that Promotes the Social/ Emotional and Academic Development of All Students.	2.5	We are moving in the right direction.
[B.2] Increase Parent and Community Partnerships to Support the Academic and Social/ Emotional Development of All Students.	3.0	We must work more with community partners to reduce educational debt.

DIRECTION:
RATING SCALE:PLEASE PROVIDE AN OVERALL CATEGORY RATING FOR POSITIVE AND SUPPORTIVE SCHOOL CLIMATE
4 – HIGHLY EFFECTIVE, 3 – EFFECTIVE, 2 – NEEDS IMPROVEMENT, 1 – UNSATISFACTORY3.0 overallDhara L Robinson 9/18/19

Institutional Evaluation Instrument

Board Member: Debra L. Robinson M.D.

C. Talent Development

Category	Rating (1-4)	Comments
[C.1] Promote a Culture of Learning and Development for All Employees by Providing Opportunities and Pathways for Growth and Advancement.	3.0	<p>Be more intentional about coaching your direct reports and establishing a culture where "it's all about you dumb" is expected.</p>
[C.2] Recruit, Select, and Hire High Quality Employees.	3.5	<p>I am encouraged that we are working on processes to hire the best talent. Make sure we attend to the work of developing talent.</p>

DIRECTION: PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR TALENT DEVELOPMENT

3.5 overall
John 9/18/19

Individual Evaluation Instrument

Board Member: Debra Johnson MVR

D. HIGH PERFORMANCE CULTURE

Goal	Board Member Rating (1-4)	Board Member Comments
[D.1] Ensure Continuous Improvement in All Operations.	3.5	
[D.2] Improve Employee Engagement, Retention, and Performance.	3.0	need to invest more in foundational and new development.
[D.3] Instill Resource Optimization to Yield Maximum Return on Investment.	2.5	
[D.4] Increase Customer Service and Support.	3.5	

DIRECTION:
RATING SCALE:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR HIGH PERFORMANCE CULTURE
4 – HIGHLY EFFECTIVE, 3 – EFFECTIVE, 2 – NEEDS IMPROVEMENT, 1 - UNSATISFACTORY

3.0 Overall

Debra Johnson MVR

Individual Evaluation Instrument

Board Member: Debra L. Robinson M.S.

E. BOARD AND COMMUNITY RELATIONS

Goal	Board Member Rating (1-4)	Board Member Comments
[E.1] Superintendent informs Board of significant issues as they arise.	1,0.	
[E.2] Superintendent responds in a timely and complete manner to board requests for information that were consistent with board policy and established procedures.	1,0.	
[E.3] Superintendent supports board policy and decisions with the staff and community.	3,0	
[E.4] Approving an annual District budget, developed by the superintendent and adopted by the board.	1,0	
[E.5] Superintendent provides leadership for the community, including development and implementation of the Strategic Plan with stakeholder input.	3,5	<i>broaden definition of community</i>

DIRECTION:
Rating Scale:

PLEASE PROVIDE AN OVERALL CATEGORY RATING OF 1-4 FOR BOARD AND COMMUNITY RELATIONS

4 – Highly Effective, 3 – Effective, 2 – Needs Improvement, 1 – Unsatisfactory

3.5 overall

Debra L. Robinson M.S. 9/18/19